



Evaluations Support Branch



THE ENLISTED IMA SOLDIER

IMA CONFERENCE 28-30 OCTOBER 2002

Taking e-Care of Soldiers



Reports

- **Special tours: AT, ADT, ADSW, or TTAD**
- **Command attachment: annual ratings**



Special Tours

- **11 or more consecutive days of active duty**
- **The command of attachment/assignment will contact NCO 14 days prior to tour of duty**
- **Face to face counseling NLT 1200 hours first day of duty**
- **Rater will conduct counseling**

Taking e-Care of Soldiers



Evaluations Support Branch



Special Tours

- **Use of DA Form 2166-8-1 is mandatory**
- **NCO understands requirements and responsibilities**
- **Give NCO opportunities to express their expectations**
- **Additional counseling session at the midpoint of the tour**



Evaluations Support Branch



Annual Reports

- **Assigned or attached to Active Army or Reserve**

Component Commands

- **Perform indefinite periods of IDT, ADT, pay/points**
- **Conducted within the first 30 days (DA Form 2166-8-1)**
- **Conducted at least twice a year**



| NCO COUNSELING CHECKLIST/RECORD | | | |
|--|------|--|------|
| For use of this form, see AR 623-205; the proponent agency is DCSPER | | | |
| NAME OF RATED NCO | RANK | DUTY POSITION | UNIT |
| Completed by the rater for each rated NCO. | | | |
| <p>PURPOSE: The primary purpose of counseling is to improve performance and to professionally develop the rated NCO. The best counseling is always looking forward. It does not dwell on the past and on what was done, rather on the future and what can be done better. Counseling at the end of the rating is too late since there is no time to improve before evaluation.</p> <p>RULES:</p> <ol style="list-style-type: none"> Face-to-face performance counseling is mandatory for all Noncommissioned Officers. This form is for use along with a working copy of the NCO-ER for conducting NCO performance counseling and recording counseling content and dates. Its use is mandatory for counseling all NCOs, CPL through CSM. Active Component: Initial counseling must be conducted within the first 30 days of each rating period, and at least quarterly thereafter. Reserve Component (ARNG, USAR). Counseling must be conducted at least semiannually. There is no mandatory counseling at the end of the rating period. | | | |
| CHECKLIST - FIRST COUNSELING SESSION AT THE BEGINNING OF THE RATING PERIOD | | | |
| <p>PREPARATION</p> <ol style="list-style-type: none"> Schedule counseling session, notify rated NCO. Get copy of last duty description used for rated NCO's duty position, a blank copy of the NCO-ER, and the names of the new rating chain. Update duty description (see page 2). Fill out rating chain and duty description on working copy of NCO-ER. Parts II and III. Read each of the values/responsibilities in part IV of NCO-ER and the expanded definitions and examples on page 3 and 4 of this form. Think how each value and responsibility in Part IV of NCO-ER applies to the rated NCO and his/her duty position. <p>Note: Leadership and training may be more difficult to apply than the other values/responsibilities when the rated NCO has no subordinates. Leadership is simply influencing others in the accomplishment of the mission and that can include peers and superiors. It also can be applied directly to additional duties and other areas of Army community life. Individual training is the responsibility of all NCOs whether or not there are subordinates. Every NCO knows something that can be taught to others and should be involved in some way in a training program.</p> <ol style="list-style-type: none"> Decide what you consider necessary for success (a meets standards rating) for each value/responsibility. Use the examples listed on pages 3 and 4 of this form as a guide in developing your own standards for success. Some may apply exactly, but you may have to change them or develop new ones that apply to your situation. Be specific so the rated NCO will know what is expected. Make notes in blank spaces in Part IV of NCO-ER to help when counseling. Record rated NCO's name, rank, duty position, and unit date on this form. Write key points to be made during the counseling session on this form. Review Developmental Counseling in FM 22-100, appendix C. | | <p>COUNSELING</p> <ol style="list-style-type: none"> Make sure rated NCO knows rating chain. Show rated NCO the draft duty description on your working copy of the NCO-ER. Explain all parts. If rated NCO performed in position before, ask for any ideas to make duty description better. Discuss the meaning of each value/responsibility in Part IV of NCO-ER. Use the trigger words on the NCO-ER, and the expanded definitions of pages 3 and 4 of this form to help. Explain how each value/responsibility applies to the specific duty position by showing or telling your standards for success (a meets standards rating). Use examples on pages 3 and 4 of this form as a start point. Be specific so the rated NCO really knows what's expected. When possible, give specific examples of excellence that could apply. This gives the rated NCO something special to strive for. Remember that only a few achieve real excellence and that real excellence always includes specific results and often includes accomplishments of subordinates. Give rated NCO opportunity to ask questions and make suggestions. | |
| CHECKLIST - LATER COUNSELING SESSIONS DURING THE RATING PERIOD | | | |
| <p>PREPARATION</p> <ol style="list-style-type: none"> Schedule counseling session, notify rated NCO, and tell him/her to come prepared to discuss what has been accomplished in each value/responsibility area. Look at working copy of NCO-ER you used during last counseling session. Read and update duty description. Especially note the area of special emphasis; the priorities may have changed. Read again, each of the values/responsibilities in Part IV of NCO-ER and the expanded definitions and examples on pages 3 and 4 of this form; then think again, about your standards for success. Look over the notes you wrote down on page 2 of this form about the last counseling session. | | <ol style="list-style-type: none"> Think about what the rated NCO has done so far during this rating period (specifically, observed action, demonstrated behavior, and results). For each value/responsibility area, answer three questions: First, what has happened in response to any discussion you had during the last counseling session?; Second, what has been done well?; and Third, what could be done better? Make notes in blank spaces in Part IV of NCO-ER to help focus when counseling. (Use new NCO-ER if old one is full from last counseling session). Write key points to be made during the counseling session on this form. Review Developmental Counseling in FM 22-100, appendix C. | |

DA FORM 2166-8-1, JUN 00

REPLACES DA FORM 2166-7-1, AUG 87, WHICH IS OBSOLETE

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Taking e-Care of Soldiers



U.S.ARMY

COUNSELING

1. Go over each part of the duty description with rated NCO. Discuss any changes, especially to the areas of special emphasis.
2. Tell rated NCO how he/she is doing. Use your success standards as a guide for the discussion (the examples on pages 3 and 4 may help). First, for each value/responsibility, talk about what has happened in response to any discussion you had during the last counseling session (remember, observed action, demonstrated behavior and results); second, talk about what was done well. Third, talk about how to do better. The goal is to get all NCOs to be successful and meet standards.
3. When possible, give examples of excellence that could apply. This gives the rated NCO something to strive for. **REMEMBER, EXCELLENCE IS SPECIAL. ONLY A FEW ACHIEVE IT!** Excellence includes results and often involves subordinates.

4. Ask rated NCO for ideas, examples and opinion on what has been done so far and what can be done better. (This step can be done first or last).

BEFORE THE NCO DEPARTS THE COUNSELING SESSION

1. Record counseling date on this form.
2. Write any additional key points that came up during the counseling session on this form.
3. Show key points to rated NCO and get his/her initials.
4. Save NCO-ER with this checklist for next counseling session. (Notes should make record NCO-ER preparation easy at the end of the rating period).

COUNSELING RECORD /KEY POINTS MADE

INITIAL

Conducted the first day of special tour or within the first 30 days of the rating period.

DATE

RATED NCO's INITIALS _____

LATER

Later counseling sessions midway of the tour or at least twice annually.

DATE

RATED NCO's INITIALS _____

LATER

Same as above.

DATE

RATED NCO's INITIALS _____

LATER

Same as above.

DATE

RATED NCO's INITIALS _____

DUTY DESCRIPTION (PART III of NCO-ER)

The duty description is essential to performance counseling and evaluation. It is used during the first counseling session to tell the rated NCO what the duties are and what needs to be emphasized. It may change somewhat during the rating period. It is used at the end of the rating period to record what was important about the duties.

The five elements of the duty description:

1&2. Principal Duty Title and Duty MOS Code. Enter Principal duty title and DMOS that most accurately reflects actual duties performed.

3. Daily Duties and Scope. This portion should address the most important routine duties and responsibilities. Ideally, this should include the number of people supervised, equipment, facilities, and dollars involved and any other routine duties and responsibilities critical to mission accomplishment.

4. Area of Special Emphasis. This portion is most likely to change somewhat during the rating period. For the first counseling session, it includes those items that require top priority effort at least for the first part of the upcoming rating period. At the end of the rating period, it should include the most important items that applied at any time during the rating period (examples are preparation for deployment, combined arms drills training for FTX, preparation for NTC rotation, revision of battalion maintenance SOP, training for tank table qualification, ITEP and company AMTP readiness, related tasks cross-training, reserve components annual training support (AT) and SIDPERS acceptance rate).

5. Appointed Duties. This portion should include those duties that are appointed and are not normally associated with the duty description.

DA FORM 2166-8-1, JUN 00

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Rating Officials

- **RATER:** Focus on performance; responsible for counseling
- **SENIOR RATER:** Focus on overall performance and potential; mentoring
- **REVIEWER:** CO/WO, SGM/CSM or MSG(P) in authorized SGM/CSM; rating safe guard over watch; comments when in disagreement with rater and/or senior rater



EXCELLENCE

- EXCEEDS STANDARDS
- DEMONSTRATED BY SPECIFIC EXAMPLE(S) AND MEASURABLE RESULTS
- SPECIAL AND UNUSUAL, ACHIEVED BY ONLY A FEW
- CLEARLY BETTER THAN MOST OTHERS



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SUCCESS

- MEETS ALL STANDARDS
- MAJORITY OF RATINGS
- FULLY COMPETITIVE FOR PROMOTION AND SCHOOLING
- COUNSELING GOAL IS TO BRING ALL NCOS TO ACHIEVE

OR EXCEED THIS LEVEL
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NEEDS IMPROVEMENT

- MISSED MEETING SOME/ALL STANDARD(S)



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| NCO EVALUATION REPORT For use of this form see AR 623-205; the proper agency is DCSPER | | | | | | SIP/PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX E | | |
|--|--|--|---|------------------------|--|--|--|--------------------------|
| PART I - ADMINISTRATIVE DATA | | | | | | | | |
| a. NAME (Last, First, Middle Initial) DOE, JOE | | | b. SSN 000-11-2222 | c. RANK SGT | d. DATE OF RANK 971001 | e. PMOSC PMOSC | + f. UNIT, ORG, STATION, ZIP CODE OR APO MAJOR COMMAND HHC 11TH ENGR BN, FORT BELVOIR, VA 22060 | |
| | | | 71L20 | | g. REASON FOR SUBMISSION 02 ANNUAL | | | |
| FORSGEN UND COVERED FROM YY MM 9810 | | R. RATED MONTHS YY MM 9909 | J. NON-RATED CODES 12 | K. NO. OF ENCL. | I. RATED NCO COPY (Check one and Date) X 1. Given to NCO X 2. Forwarded to NCO | M. PSC L. INITIALS 991017 | N. CMD CODE RDD | O. PSC CODE FC |
| PART II - AUTHENTICATION | | | | | | | | |
| a. NAME OF RATER (Last, First, Middle Initial) SMITH, FRANK | | | SSN 123-23-3333 | SIGNATURE | | | | |
| RANK, PMOSC/BRANCH, ORGANIZATION DUTY ASSIGNMENT SSG, 7110, HHC 11TH ENRG BN, FORT BELVOIR, VA 22060, NCOIC, ADMIN | | | | | | DATE | | |
| b. NAME OF SENIOR RATER (Last, First, Middle Initial) WILLIAMS, CHARLES | | | SSN 506-44- | SIGNATURE | | | | |
| RANK, PMOSC/BRANCH, ORGANIZATION DUTY ASSIGNMENT CPT, AG, HHC 11TH ENGR BN, FORT BELVOIR, VA 22060, | | | | | | DATE | | |
| c. DUTY/PROMOTED AND MY SIGNATURE DOES NOT CONSTITUTE AGREEMENT OR DISAGREEMENT WITH THE EVALUATIONS OF THE RATER AND SENIOR RATER. PART I, HEIGHT/WEIGHT AND APFT ENTRIES ARE VERIFIED. I HAVE SEEN THIS REPORT COMPLETED THROUGH PART V. I AM AWARE OF THE APPEALS PROCESS (AR 623-205). | | | SIGNATURE | | DATE | | | |
| d. NAME OF REVIEWER (Last, First, Middle Initial) ADAMS, JOHN D. | | | SSN | SIGNATURE | | | | |
| RANK, PMOSC/BRANCH, ORGANIZATION DUTY ASSIGNMENT LTC, AG, HHC 11TH ENGR BN, FORT BELVOIR, VA | | | | | | DATE | | |
| e. 2206 CONCURRENCE WITH RATER AND SENIOR RATER EVALUATIONS | | | <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments) | | | | | |
| PART III - DUTY DESCRIPTION (Rater) | | | | | | | | |
| a. PRINCIPAL DUTY TITLE ADMINISTRATIVE NCO | | | b. DUTY PMOSC 71L20 | | | | | |
| c. DAILY DUTIES AND SCOPE (Indicate as appropriate people, equipment, facilities and areas) | | | | | | | | |
| SERVES AS NCOIC OF CASUALTY AREA; MONITORS REPORTS FOR CORRECT AND TIMELY SUBMISSION OF ACTIVE DUTY AND RETIREE CASUALTIES. RESPONSIBLE FOR HEALTH, WELFARE, AND ACCOUNTABILITY OF THREE SOLDIERS IN HIS SECTION. | | | | | | | | |
| d. AREAS OF SPECIAL EMPHASIS DRIVERS TRAINING NCO, ASSISTANT UNIT CTT TRAINING NCO | | | | | | | | |
| e. APPOINTED DUTIES PUBLICATIONS CLERK, MILITARY FUNERAL HONORS NCO, COMPANY APFT | | | | | | | | |
| f. EVALUATION BY Initials | | | INITIAL 981009 | LATER 990115 | LATER 990414 | LATER | | |
| PART IV - VALUES AND RESPONSIBILITIES (Rater) | | | | | | | | |
| a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries) | | | | | | | | |
| V <i>Commitment Competence Certi Courage</i> A L U E ARMY ETHIC <i>Loyalty Duty Selfless Service Integrity</i> S + | | | <ol style="list-style-type: none"> Places dedication and commitment to the goals and mission of the Army and nation above personal welfare Is committed to and shows a sense of pride in the unit - works as a member of the team Is disciplined and obedient to the spirit and letter of a lawful order Is honest and truthful in word and deed Maintains high standards of personal conduct on and off duty Has the courage of convictions and the ability to overcome fear - stands up for what's right Supports DODEO <p><i>Bullet comments</i></p> <ul style="list-style-type: none"> DEDICATED TO THE MISSION AT HAND; WILL NOT QUIT TOTAL TEAM PLAYER; TAKES CARE OF SOLDIERS LEADS BY EXAMPLE; BOTH ON AND OFF DUTY | | | | | |

DA FORM 2166-7, SEP 87

REPLACES DA FORM 2166-6, OCT 81, WHICH IS OBSOLETE

USAPPC V4.00





| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|-------------------------------------|--------------------------|---|-------------------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--|--------------------------|--------------------------|--|------------|--|--|------|------|--|--|--|--|--|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|---|---|---|---|---|----------|--|--|------|------|
| RATED NCO'S NAME (Last, First, Middle Initial) | | | DOE, JOE A. | | SSN | 000-11-2222 | THRU DATE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PARTIV (Rater) - VALUES/NCOS RESPONSIBILITIES | | | Scored Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are marked 9909 Scored Bullet examples of "SUCCESS" are quoted | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>b. COMPETENCE</p> <ul style="list-style-type: none"> o Duty proficiency, MOS competency o Technical & tactical knowledge, skills, and abilities o Sound judgment o Seeking improvement, always learning o Accomplishing tasks to their fullest capacity, committed to excellence <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td>EXCELLENCE</td> <td>SUCCESS</td> <td>NEEDS IMPROVEMENT</td> </tr> <tr> <td>Exceeds std</td> <td>Meets std</td> <td>Doesn't meet std</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> | | | EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | Exceeds std | Meets std | Doesn't meet std | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <ul style="list-style-type: none"> o WORKS WELL WITH LITTLE SUPERVISION o DESPITE BEING UNDERMANNED, HE MAINTAINED CASUALTY REPORTING EFFECIENCY OF 100% | | | | | | | | | | | | | | | | | | | | | | | | | |
| EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exceeds std | Meets std | Doesn't meet std | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>c. PHYSICAL FITNESS & MILITARY BEARING</p> <ul style="list-style-type: none"> o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm o Looks like a soldier <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td>EXCELLENCE</td> <td>SUCCESS</td> <td>NEEDS IMPROVEMENT</td> </tr> <tr> <td>Exceeds std</td> <td>Meets std</td> <td>Doesn't meet std</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> | | | EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | Exceeds std | Meets std | Doesn't meet std | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | APFT PASS/9905 HEIGHT/WEIGHT 67/140 YES <ul style="list-style-type: none"> o RECEIVED PHYSICAL FITNESS BADGE FOR SCORE OF 298 ON APFT o MILITARY COURTESY AND PERSONAL BEARING ARE IN THE FINEST TRADITIONS OF PROUD NCO's | | | | | | | | | | | | | | | | | | | | | | | | | |
| EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exceeds std | Meets std | Doesn't meet std | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>d. LEADERSHIP</p> <ul style="list-style-type: none"> o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example Be Known, Do <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td>EXCELLENCE</td> <td>SUCCESS</td> <td>NEEDS IMPROVEMENT</td> </tr> <tr> <td>Exceeds std</td> <td>Meets std</td> <td>Doesn't meet std</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> | | | EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | Exceeds std | Meets std | Doesn't meet std | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <ul style="list-style-type: none"> o MENTORED, TRAINED AND COACHED TWO SOLDIERS TO WIN SOLDIER OF THE MONTH COMPETITION o SET PERSONAL EXAMPLE FOR SOLDIERS AND CIVILIANS IN PHYSICAL FITNESS AND COMMUNITY INVOLVEMENT | | | | | | | | | | | | | | | | | | | | | | | | | |
| EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exceeds std | Meets std | Doesn't meet std | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>e. TRAINING</p> <ul style="list-style-type: none"> o Individual and team o Mission driven performance oriented o Teaching soldiers how to complete tasks, duty related skills o Sharing knowledge and experience to fight, survive and win <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td>EXCELLENCE</td> <td>SUCCESS</td> <td>NEEDS IMPROVEMENT</td> </tr> <tr> <td>Exceeds std</td> <td>Meets std</td> <td>Doesn't meet std</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> | | | EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | Exceeds std | Meets std | Doesn't meet std | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <ul style="list-style-type: none"> o TOOK CHARGE DURING ABSENCE OF SUPERIORS o ESTABLISHED ATTAINABLE, REALISTIC STANDARDS AND GOALS FOR SOLDIERS o TRAINED SOLDIERS AS A TEAM | | | | | | | | | | | | | | | | | | | | | | | | | |
| EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exceeds std | Meets std | Doesn't meet std | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>f. RESPONSIBILITY & ACCOUNTABILITY</p> <ul style="list-style-type: none"> o Care and maintenance of equip/facilities o Soldier and equipment safety o Conserved on supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad right & wrong <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td>EXCELLENCE</td> <td>SUCCESS</td> <td>NEEDS IMPROVEMENT</td> </tr> <tr> <td>Exceeds std</td> <td>Meets std</td> <td>Doesn't meet std</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> | | | EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | Exceeds std | Meets std | Doesn't meet std | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <ul style="list-style-type: none"> o FULLY ACCEPTED RESPONSIBILITY FOR HIS ACTIONS AND HIS SUBORDINATES | | | | | | | | | | | | | | | | | | | | | | | | | |
| EXCELLENCE | SUCCESS | NEEDS IMPROVEMENT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exceeds std | Meets std | Doesn't meet std | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PARTV - OVERALL PERFORMANCE AND POTENTIAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>a. RATER: Overall potential for promotion and/or service in positions of greater responsibility.</p> <p>AMONG THE</p> <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td>BEST</td> <td>FULLY CAPABLE</td> <td>MARGINAL</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> | | | BEST | FULLY CAPABLE | MARGINAL | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>e. SENIOR RATER BULLET COMMENTS</p> <ul style="list-style-type: none"> o SEND TO BNCO, AND PROMOTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| BEST | FULLY CAPABLE | MARGINAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>b. RATER: List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade</p> <p>SQUAD LEADER</p> <p>DRILL SERGEANT</p> <p>ADMIN SECTION NCO</p> | | | <ul style="list-style-type: none"> o TOTALLY DEDICATED TO MISSION ACCOMPLISHMENT AND WELFARE OF THE SOLDIER o EXCEPTIONAL POTENTIAL; WOULD BE AN OUTSTANDING DRILL SERGEANT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>c. SENIOR RATER: Overall performance</p> <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>Successful</td> <td></td> <td></td> <td>Fair</td> <td>Poor</td> </tr> </table> | | | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 1 | 2 | 3 | 4 | 5 | Successful | | | Fair | Poor | <p>d. SENIOR RATER: Overall potential for promotion and/or service in positions of greater responsibility.</p> <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>Superior</td> <td></td> <td></td> <td>Fair</td> <td>Poor</td> </tr> </table> | | | | | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 1 | 2 | 3 | 4 | 5 | Superior | | | Fair | Poor |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Successful | | | Fair | Poor | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Superior | | | Fair | Poor | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Taking e-Care of Soldiers

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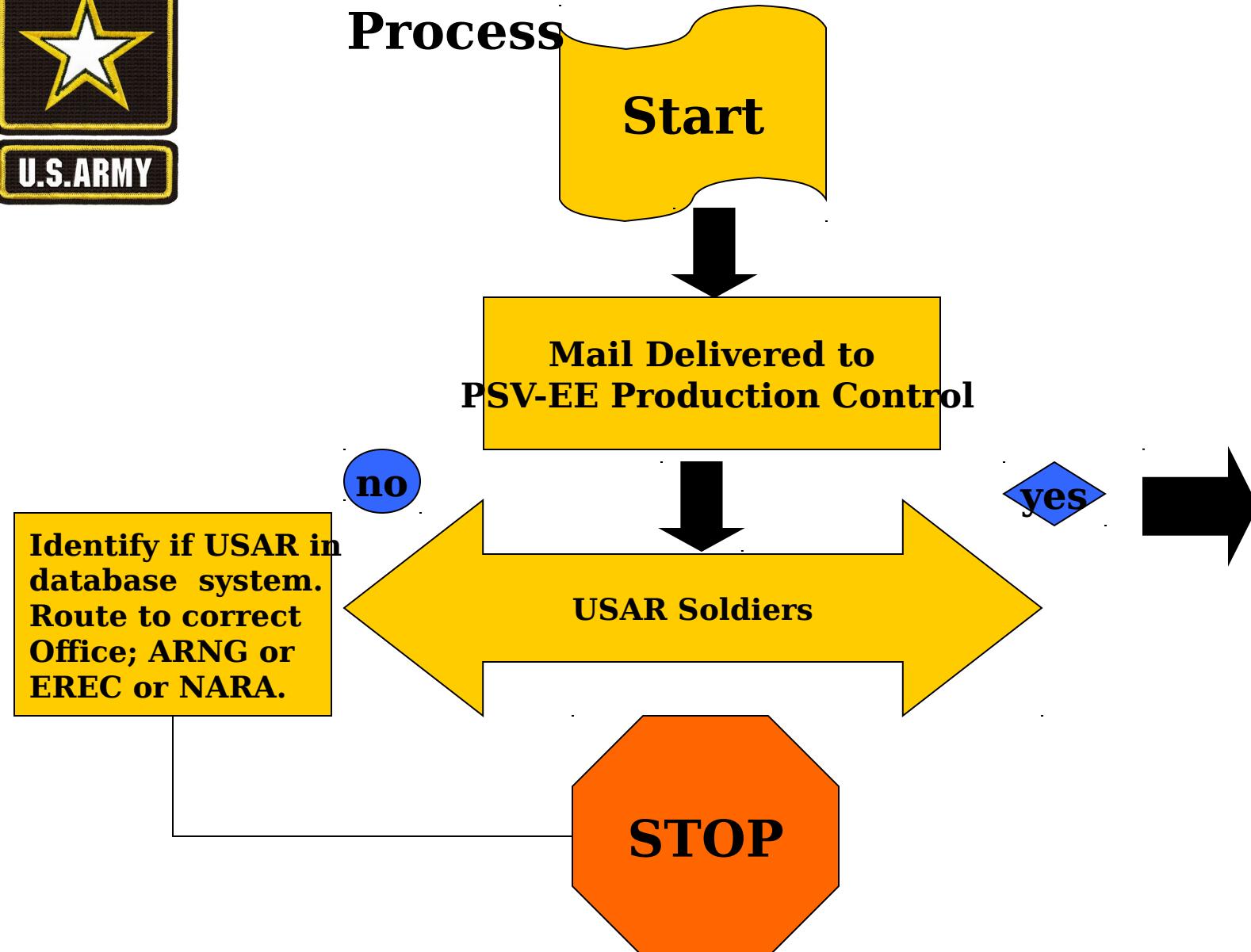
Commander
ARPERSCOM
ATTN: ARPC-PSV-EE
1 Reserve Way
St. Louis, MO 63132

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Enlisted Evaluations Report Process





U.S.ARMY



Document Control
Number placed on
Report (DCN)

Analysis
will review administrative
data & proper content IAW
AR 623-205

Contact RSC/
Unit to correct

INCORRECT

CORRECT

Analysis process &
Production Control
will make copies
for the promotion
board

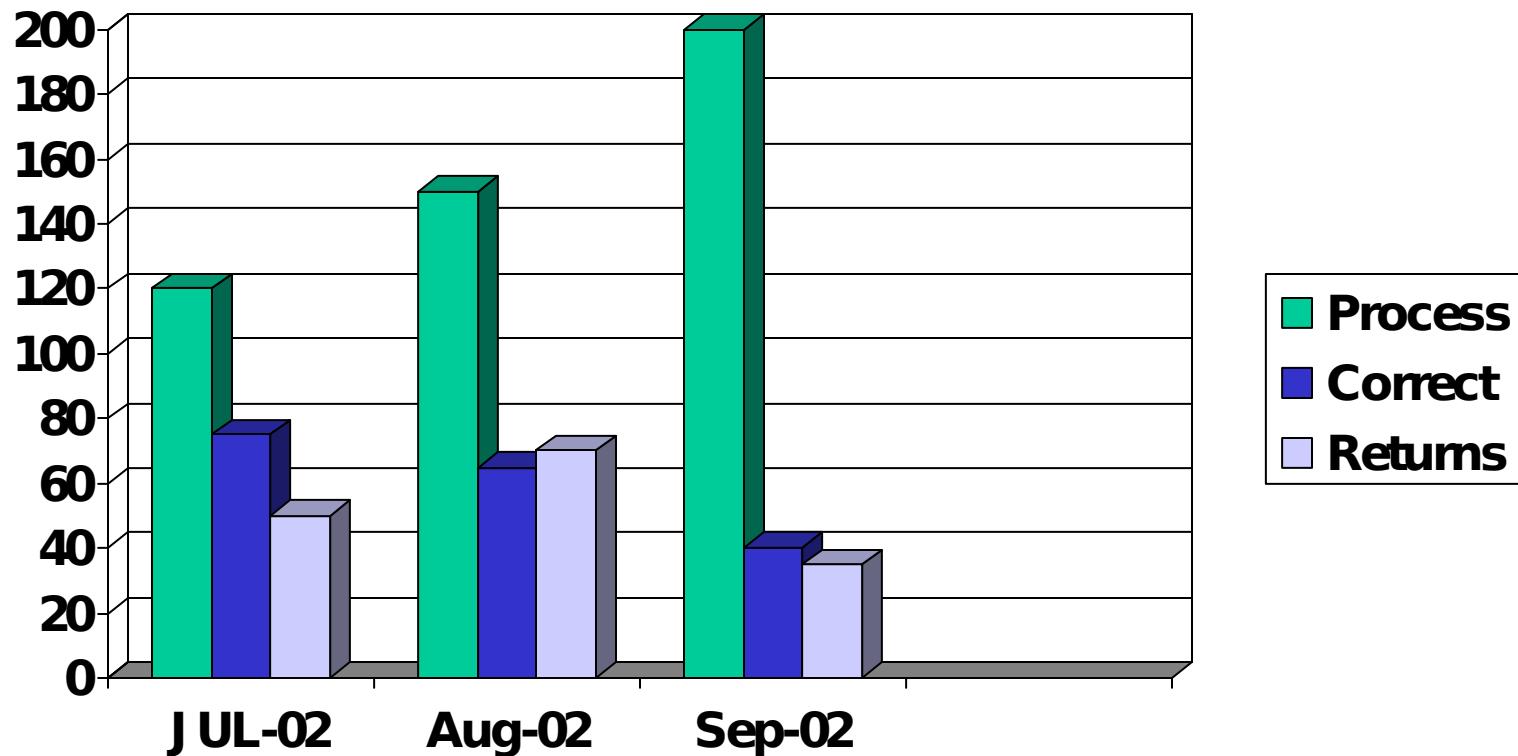
Can not correct/annotate
360 screen and SMS. Return
back to RSC

The NCOER is
scanned to PERMS
and the original
Report is filed



PROBLEMS

- Missing counseling dates (minimum/one)
- UIC and contact number not record
- NCOER's with a Thru date of 1 Nov 01 must be on DA Form 2166-8
- Physical Fitness/ Height and Weight information incorrect or missing



Taking e-Care of Soldiers



QUESTIONS ?